

Utah Department of Corrections
Certified Pay Plan Review

Presentation to Executive Offices &
Criminal Justice Interim Committee

June 19, 2018



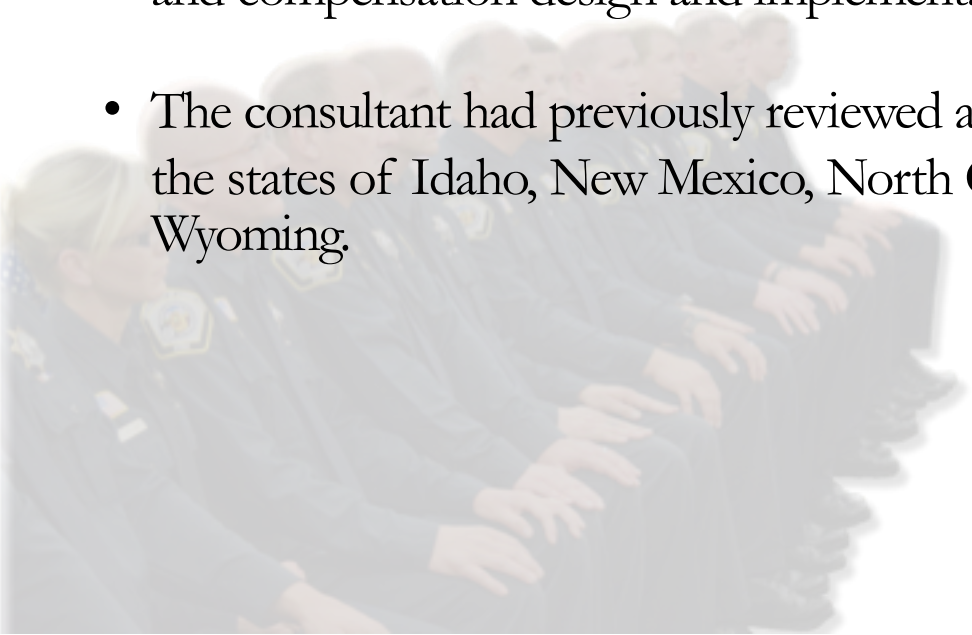
Overview

- During much of 2015 and 2016, the Department of Corrections worked toward the development of a yearly pay plan for certified staff working for the Department.
- Most law enforcement agencies have pay plans that provide for yearly step increases.
- In the Spring of 2016, the Governor's Office of Management and Budget and the Department of Human Resource Management contracted with a consultant to develop competitive pay ranges and a pay plan for the Department's certified staff.
 - The work of this consultant was completed in time for the Department to submit a Building Block request for the implementation of a new pay plan for certified staff.



Consultant

- The consultant contracted was Neville Kenning with Kenning Consulting.
- Neville has over 30 years of consulting experience, with expertise including classification and compensation design and implementation.
- The consultant had previously reviewed and/or redesigned law enforcement pay plans for the states of Idaho, New Mexico, North Carolina, South Dakota, West Virginia, and Wyoming.



Building Block and Legislative Work

- On February 6, 2017, the Department of Corrections presented its building block requests to the Executive Offices and Criminal Justice Appropriations Committee.
- The primary building block request by the Department was \$5.8 million for the implementation of Mr. Kenning's recommendations for salary range changes and a yearly step plan for the Department's certified staff.
- This building block became the Committee's top priority, and the initial pay plan was funded during the 2017 General Legislative Session.



Consultant's Pay Plan Range Adjustments

	Prior Range Min	Prior Range Max	New Range Min	New Range Max	% Change Min	% Change Max
Correctional Officer, POST	\$12.93	\$22.85	\$18.80	\$24.66	45.4%	7.9%
Correctional Specialist I, POST	\$15.64	\$25.47	\$21.15	\$27.74	35.2%	8.9%
Correctional Sergeant, POST	\$16.07	\$25.47	\$23.50	\$29.41	46.2%	15.5%
Correctional Lieutenant, POST	\$17.89	\$28.39	\$29.25	\$36.60	63.5%	28.9%
Correctional Captain, POST	\$19.95	\$31.65	\$35.00	\$44.63	75.4%	41.0%
Correctional Administrator I	\$21.06	\$35.27	\$38.00	\$48.46	80.4%	37.4%
Correctional Administrator II*	\$24.79	\$39.32	\$39.00 (\$41.00)	\$50.28 (\$52.28)	57.3%	27.9%
Correctional AP&P Officer, POST	\$16.95	\$28.39	\$22.00	\$28.86	29.8%	1.7%
Correctional AP&P Supervisor, POST	\$19.95	\$31.65	\$25.89	\$33.02	29.8%	4.3%

** Correctional Administrator II was the only position adjusted from the original recommendation from Mr. Kenning*



Adjustments Since Pay Plan Was Implemented

	Initial Pay Plan Range Min	Initial Pay Plan Range Max	Proposed Range Min	Proposed Range Max
Correctional Officer, POST			\$18.80	\$24.66
Correctional Sergeant, POST			\$23.50	\$29.41
Correctional Lieutenant, POST			\$29.25	\$36.60
Correctional Captain, POST			\$35.00	\$44.63
Correctional Administrator I			\$38.00	\$48.46
Correctional Administrator II			\$39.00	\$50.28
Correctional AP&P Associate*	\$21.15	\$27.74	\$21.15	\$27.74
Correctional AP&P Officer, POST	\$22.00	\$28.86	\$22.00	\$29.41
Correctional AP&P Senior Officer**			\$25.00	\$33.02
Correctional AP&P Supervisor, POST	\$25.89	\$33.02	\$27.89	\$36.60

** Correctional Specialist I was converted to Correctional AP&P Associate, with the same salary range*

*** Correctional AP&P Senior Agent was created to provide promotional opportunity between the Agent and Supervisor positions*



How the Pay Plan Was Implemented & Funded

- Place all officers at least to the new Entry Rate, plus **HALF** of the correct steps based on years in position
 - For example, 10 years in position would be placed at Step 5
- Benefits
 - Implements a higher starting pay to attract new officers
 - Retains relativities for longer serving staff
- Original appropriation: \$5,854,200
 - Work needs to continue, year-to-year, to receive additional funding to support the plan



Consultant's Proposed Pay Plan

	PROPOSED HOURLY RATE											
Role	Entry	1	2	3	4	5	6	7	8	9	10	Range Max
CORRECTIONAL OFFICER*	\$18.80	\$19.36	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45	\$22.84	\$23.24	\$23.59	\$23.94	\$24.66
CORRECTIONAL SERGEANT	\$23.50	\$24.21	\$24.93	\$25.68	\$26.45	\$27.24	\$28.06	\$28.55	\$29.05	\$29.41		\$29.41
CORRECTIONAL LIEUTENANT	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.93	\$35.54	\$36.16	\$36.60		\$36.60
CORRECTIONAL CAPTAIN	\$35.00	\$36.05	\$37.13	\$38.25	\$39.39	\$40.57	\$41.79	\$42.52	\$43.33	\$43.98	\$44.63	\$44.63
CORRECTIONAL ADMINISTRATOR I	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77	\$44.05	\$45.37	\$46.17	\$47.05	\$47.76	\$48.46	\$48.46
CORRECTIONAL ADMINISTRATOR II	\$39.00	\$40.17	\$41.38	\$42.62	\$43.89	\$45.21	\$46.57	\$47.38	\$48.21	\$48.94	\$49.67	\$50.28
CORRECTIONAL AP&P ASSOCIATE	\$21.15	\$21.78	\$22.44	\$23.11	\$23.80	\$24.52	\$25.25	\$25.70	\$26.15	\$26.54	\$26.94	\$27.74
CORRECTIONAL AP&P AGENT*	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.50	\$26.27	\$26.73	\$27.20	\$27.60	\$28.02	\$29.41
CORRECTIONAL AP&P SENIOR AGENT*	\$25.00	\$25.75	\$26.52	\$27.32	\$28.14	\$28.98	\$29.85	\$30.37	\$30.91	\$31.37	\$31.84	\$33.02
CORRECTIONAL AP&P SUPERVISOR*	\$27.89	\$28.73	\$29.59	\$30.48	\$31.39	\$32.33	\$33.30	\$33.88	\$34.48	\$35.00	\$35.52	\$36.60
Rate of increase		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	1.75%	1.75%	1.5%	1.5%	

** Job title reaches the maximum of the range in Step 12*

How the Funding Was Distributed

	Amount	Percentage of Total Funding	Cumulative Percentage	Number Positions Receiving an Increase
Correctional Officer, POST	\$4,081,133	53.6%		890
Correctional Sergeant, POST	\$1,389,459	18.2%	71.8%	236
Correctional Captain, POST	\$1,148,646	15.1%	86.9%	52
Correctional Lieutenant, POST	\$689,697	9.0%	95.9%	61
Correctional Administrator II	\$191,288	2.5%	98.4%	17
Correctional AP&P Officer, POST	\$61,219	0.8%	99.2%	54
Correctional Specialist I, POST	\$49,817	0.7%	99.9%	24
Correctional AP&P Supervisor, POST	\$4,284	0.1%	100.0%	1
Correctional Administrator I*	\$0	0.0%		0
TOTAL				1,335

** The Department does not have any staff in the Correctional Administrator I position*



Questions

